**Gender Analysis of innovation platforms and farmer research groups (innovation clusters)**

This tool will help us understand what is happening within the innovation platforms and to its members (including members of the farmer research groups). Effective functioning of the IPs and their ability to address the needs of men and women requires analysis of the processes within the IPs including how male and female members work together, which roles they fill and whether members are contributing equally. The tool will capture information on elements which influence the proper functioning of IPs and at the related outcomes (including communication, participation, decision making and role fulfillment). Remember, men and women are not homogenous. So we need to capture the variation amongst these categories as well. The information will mainly be captured through observation and documentation.

Note: Collect the information at every IP meeting at woreda and Kabele level

1. **Participation**

Observe and document differences in the amount of participation among members.

* Who are the talkative participants? Who are the quiet participants?
* Do you see any shift in participation were the talkative become quiet and the quiet suddenly become talkative? What are possible reasons for this in the IP's interaction?
* How are the silent people treated? How is their silence interpreted?
* How are disagreements handled?
* Who talks to whom? Do you see any reason for this in the IP's interactions?
* Who keeps the discussions going? Why? Do you see any reason for this in the IP’s interactions?

1. **Communication**

Observe and document the pattern of communication among IP members.

* Who talks? For how long? How often?
* At whom do people look when they speak?
* Who talks after whom? Who interrupts whom?
* What style of communication is used (questions, assertions, tone of voice, gestures, etc.)?
* Who sits where? Do the same people always sit in the same place?
* Whose ideas are taken into account? Whose ideas are not taken into account?

1. **Decision making**

Observe and document how decisions are made

* How are decisions made? Does anyone make a decision and carry it out without checking with other IP members? Do members consult with each other?
* How do the preferences of men and women vary?
* Do members drift from topic to topic? Do you see any reason for this in the IP's interactions?
* Who supports other members' suggestions or decisions? Does this support result into members deciding the topic or activity for the IP?
* Is there any evidence of a majority pushing a decision through over other member's objections?
* Is there any attempt to get all members participating in a decision? What effect does this seem to have on the IP members?
* Is there anybody who makes contribution but does not receive any kind of response or recognition?

1. **Roles and tasks**

Observe and document

* Who is the initiator of ideas? Information seeker? Information giver? Elaborator? Energizer? Recorder?
* Who encourages others? Summarizes ideas? Who harmonizes ideas? Who compromises?
* Who focuses on personal needs regardless of collective concerns? Who is aggressive? Who seeks recognition, who dominates discussion? Who blocks others from contributing?
* How are conflicts resolved? Who is the mediator when conflicts arise?